

Monett CRWP: Modified Consultancy Protocol

Time: 15 Minutes per presenter

Keep your numbers from the earlier discussion (1, 2, 3). In round one, assume these roles:

- Person 3: the first presenter
- Person 2: the first facilitator (keep the group on track, know which step we're on)
- Person 1: the first timekeeper

1. The presenter gives an overview of the dilemma with which s/he is struggling, and frames a question for the Consultancy group to consider. The framing of this question, as well as the quality of the presenter's reflection on the dilemma being discussed, are key features of this protocol. The focus of the group's conversation is on the dilemma. (2 minutes)

2. The Consultancy group asks clarifying questions of the presenter — that is, questions that have brief, factual answers. (1 minute)

3. The group asks probing questions of the presenter. These questions should be worded so that they help the presenter clarify and expand his/her thinking about the dilemma presented to the Consultancy group. The goal here is for the presenter to learn more about the question s/he framed or to do some analysis of the dilemma presented. The presenter may respond to the group's questions, but there is no discussion by the Consultancy group of the presenter's responses. At the end of the 4 minutes, the facilitator asks the presenter to re-state his/her question for the group. (4 minutes)

4. The group talks with each other about the dilemma presented. (5 minutes) Possible questions to frame the discussion:

- What did we hear? What didn't we hear that they think might be relevant?
- What assumptions seem to be operating?
- What questions does the dilemma raise for us?
- What do we think about the dilemma?
- What might we do or try if faced with a similar dilemma? What have we done in similar situations?

Members of the group sometimes suggest actions the presenter might consider taking. Most often, however, they work to define the issues more thoroughly and objectively. The presenter doesn't speak during this discussion, but instead listens and takes notes.

5. The presenter reflects on what s/he heard and on what s/he is now thinking, sharing with the group anything that particularly resonated for him or her during any part of the Consultancy. (2 minutes)